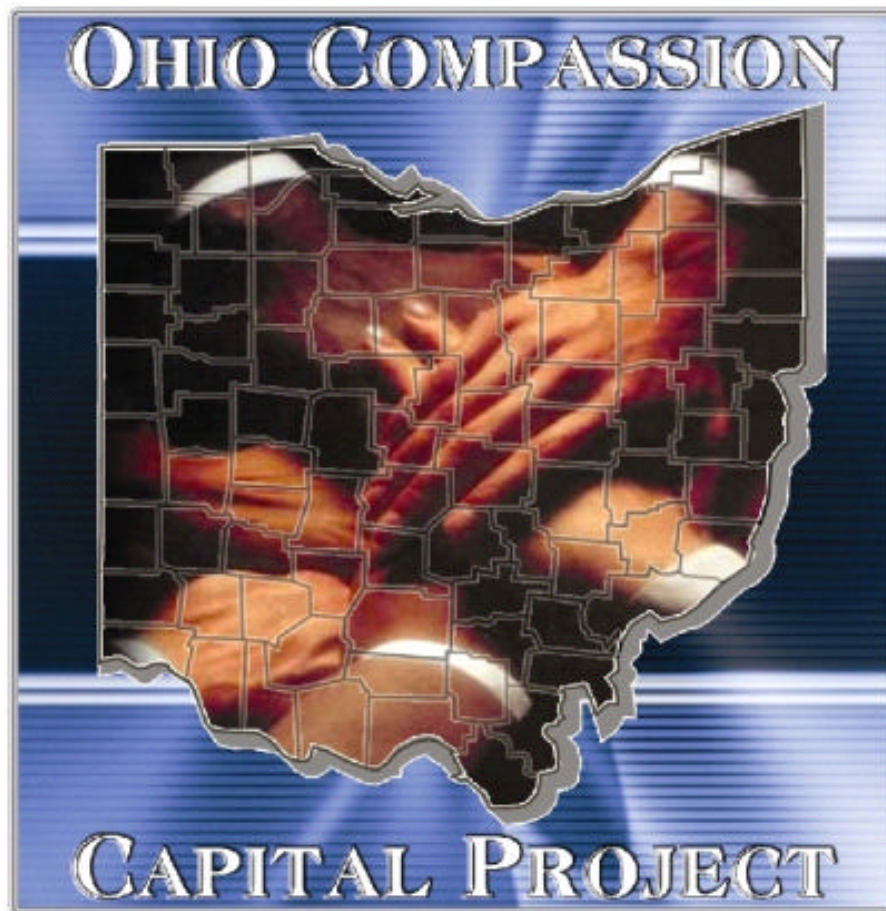


**The Governor's Office of
Faith-Based & Community Initiatives**



In collaboration with:

**Ohio Community Action Training Organization
Economic Community Development Institute
Community Care Network
FreestoreFoodbank**

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About the project...

The Ohio Compassion Capital Project is a statewide initiative to assist Ohio's grass-roots, faith and community-based organizations so they may increase their effectiveness, enhance their ability to provide social services and create collaborations to better serve those in need. The Project will provide training, technical assistance and mini-grants to faith and community-based organizations serving their neighbors in need.

The Project is a collaborative effort of the Governor's Office of Faith-Based and Community Organizations, the Community Care Network, the Economic and Community Development Institute, the FreestoreFoodbank, and the Ohio Community Action Training Organization. The Project is supported by a \$750,000 per year federal grant from the Compassion Capital Fund and a \$250,000 per year private contribution from the regional intermediary non-profit partners. The Ohio Compassion Capital Project is also supported by eight Americorps*VISTA Volunteers.

The Governor's Office of Faith-Based & Community Initiatives

The Governor's Office of Faith-Based and Community Initiatives was established in the State Budget Bill (HB 95) in 2003 at suggestion of a bi-partisan task force that studied the value of these partnerships the preceding year.

The core responsibilities of the Office are to make it easier for faith-based and community organizations (FBCOs) to compete for public funding, to encourage effective partnerships among and between public agencies and FBCOs, and to measure the impact of these partnerships to assist citizens in need.

The Office works with a statewide Advisory Council comprised of four state legislators, ten statewide community appointments, and representatives from ten state agencies. The Office also works closely with the White House Office of Faith-Based and Community Initiatives and the Centers for Faith-Based and Community Initiatives located within several federal agencies.



About the Partners...

The Ohio Community Action Training Organization



The Ohio Community Action Training Organization (OCATO) has a statewide network of 52 agencies. These agencies combined have a 33-year history of working in collaboration at the local level. OCATO is the sister organization of the Ohio Association of Community Action Agencies, developed in 1971. OCATO provides technical assistance and training for the 52 Community Action Agencies that cover all 88 counties in Ohio. Last year, Ohio's Community Action Agencies provided Head Start services to 75 percent of the children in that program in Ohio, served 7 million meals to low-income residents and provided direct health care to more than 231,000 patients.

The mission of OCATO is to provide training to the Community Action Agency (CAA) network and other non-profit organizations in Ohio. Since 2001, OCATO has provided the CAA network with critical training opportunities to strengthen the agencies and the local communities. In the past eight months, OCATO has seen an increase in the participation of other non-CAA organizations, in professional training opportunities that it provides. Many of these non-profit agencies are grass-roots FBOs that are in need of training to maintain current services and to grow existing programs. OCATO's motto is *"Growing organizations one result at a time."* It is focused on utilizing collaboration as a keystone to help strengthen the infrastructure of social services in Ohio.

FreestoreFoodbank



Established in 1971, the FreestoreFoodbank (FSFB) is Ohio's third largest food bank, distributing 11 million pounds of food and groceries annually to a network of member agencies that directly serve needy individuals. These agencies include homeless shelters, day care centers, food pantries, soup kitchens, and seniors' centers, in the Southwest region of Ohio. FSFB has an annual operating budget of \$6 million.

The FSFB's Agencies Building Capacity (ABC) Center was established to improve the efficiency and effectiveness of its 500 non-profit member agencies that distribute emergency food, products and services throughout the FSFB's 20-county service area. The mission of the ABC Center is *"to facilitate access to learning resources for partner agencies in a way that increases their capacity to move clients towards self-reliance."*

As a member of the Ohio Association of Second Harvest Foodbanks, the FSFB is also capable of disseminating information about available training and mentoring to 3,000 agencies across the state. Two-thirds of these agencies are faith-based, the majority are volunteer-driven, and 80 percent operate on budgets of less than \$20,000 per year.

The Community Care Network



Bridgeway and Cleveland Christian Home have formed the Community Care Network (CCN) to become Cleveland's newest and largest nonprofit behavioral health care provider organization serving children, adults and families.

CCN combines the strengths of Bridgeway, a 43-year-old mental health provider for adults and families, and the Cleveland Christian Home – a 104-year-old agency serving abused, neglected and mentally ill children and their families. CCN harnesses the service assets of two of the region's largest social service providers, connecting them in a unique coordinated system at more than 25 locations throughout Cuyahoga County. Together, these two agencies form a powerhouse of help for mentally and behaviorally challenged individuals in our community – serving more than 4,000 people a year across the two agencies; administering a budget of \$24 million; and employing more than 450 staff members.

The Community Care Network is different from other nonprofit mergers which have sometimes been articulated as “takeovers” in Cleveland's social service market. The new organization focuses on partnership building to solve the financial challenges facing the nonprofit service industry today. It aims to raise the quality of care given to individuals while, at the same time, offering support to the agencies that provide that care.

Economic Community Development Institute



The Economic and Community Development Institute (ECDI) provides a network of comprehensive support services to build the economic and social capacities of individuals, families, enterprises and communities. To achieve this goal, the organization provides many services, including microenterprise training and technical assistance, individual development accounts, financial literacy training, down payment assistance to first time home buyers, capacity building service for faith and community based organizations, micro-loans for small businesses, rural and agricultural development, and consulting services.

ECDI has the resources and expertise to create substantial impact in the communities it serves. The programs have been supported by more than \$7 million in public and private funds. Staff has expertise at all levels of project design, implementation, and management. Cultural competency is an area of expertise, as the majority of staff is multilingual and represents the client populations. This allows ECDI to effectively serve a variety of populations, many with special needs. The agency is recognized at the national level for the quality and innovation of its services, and has garnered support from a variety of funding sources and is successful in creating partnerships with the public and private sectors.

About the Training...

Orientation

This four-hour session (9:00-1:00) will introduce the Ohio Compassion Capital Project to those interested in participating in any of the major aspects of this project; including training, sub-awards and technical assistance.

Dates & Locations

November 23, Huntsville, OH
2004
November 30, West Union,
2004 OH
December 3, Columbus,
2004 OH
December 7, Canton, OH
2004
December 13, Cleveland, OH
2004

Agenda

Welcome
Introduction to
Regional Partner
Training Opportunities
Break
Sub-Award Process
Technical Assistance
Web Portal
Information
Next Steps
Closing & Evaluation

Strategic Planning

This one-day session (9:00-4:00) will assist participants with the critical decision of when and how to develop a strategic plan. The major learning objectives will allow participants to explore the 10-step strategic planning process and the importance of having a strategic plan. Participants will also receive useful tools to assist them when in their organization.

Dates & Locations

January 14, 2005	Columbus, OH
January 18, 2005	Chillicothe, OH
March 17, 2005	Toledo, OH
March 23, 2005	Cleveland, OH
March 31, 2005	Hillsboro, OH
April 15, 2005	Columbus, OH
April 21, 2005	Lima, OH
May 17, 2005	Zanesville, OH
June 15, 2005	Cleveland, OH
June 30, 2005	West Union, OH

Agenda

Welcome
Why do Strategic Planning?
10 Step Process
Break
Step 1-6
Lunch
Step 7-10
Next Steps
Additional Resources
Closing Remarks & Evaluation

Fiscal Management

During this one-day session (9:00-4:00) participants will explore the critical topic of financial management and the components of keeping clear and accurate records while growing your faith-based or community organization. Key learning points include building financial management systems, cash flow case study and financial responsibility and accountability.

Dates and Locations

January 6, 2005	Fremont, OH
January 26, 2005	Cleveland, OH
February 24, 2005	Hillsboro, OH
March 1, 2005	Canton, OH
March 11, 2005	Columbus, OH
April 12, 2005	Marietta, OH
April 20, 2005	Cleveland, OH
May 12, 2005	Galion, OH
May 31, 2005	West Union, OH
June 10, 2005	Columbus, OH

Agenda

Welcome
Why do Fiscal Management?
Building Fiscal Systems
Break
Cash Flow Activity
Financial Responsibility
Lunch
Policies & Procedures
Accountability & Reporting
Next Steps

Board Development

This one-day session (9:00-4:00) will venture into the development of a non-profit Board. Key learning points will include the roles of board members & officers, the legal responsibilities of a non-profit board and the stages of board development. Participants will walk away with the basics of non-profit boards, as well as the tools and resources to assist them at their organization.

Dates and Locations

January 12, 2005	Cleveland, OH
January 25, 2005	Dennison, OH
January 28, 2005	Columbus, OH
March 23, 2005	West Union, OH
March 24, 2005	Huntsville, OH
April 6, 2005	Cleveland, OH
April 28, 2005	Dayton, OH
April 29, 2005	Columbus, OH
May 24, 2005	Pomeroy, OH
June 23, 2005	Hillsboro, OH

Agenda

Welcome
What is a Board?
Board Officers & Committees
Break
Financial Oversight
Legal Risk & Responsibilities
Lunch
Stages of Board Development
Next Steps
Closing Remarks & Evaluation

Outcome Management

This one-day session (9:00-4:00) will allow participants to create outcome frameworks for their specific organizations needs. With accountability and reporting being emphasized so heavily in most funding sources, this tool will enable organizations to organize, analyze and access both customer data and agency data in order to effectively report your outcomes.

Dates and Locations

January 20, Dayton, OH
2005
February 24, Hillsboro,
2005 OH
February 25, Columbus,
2005 OH
March 9, Cleveland,
2005 OH
March 15, Pomeroy,
2005 OH
April 26, Dennison,
2005 OH
May 26, Huntsville,
2005 OH
May 27, Columbus,
2005 OH
May 31, West Union,
2005 OH
June 1, 2005 Cleveland,
OH

Agenda

Welcome
Benefits of Outcome Management
Who is the customer?
Break
Outcome Framework as a
Management Tool (Part I)
Lunch
Outcome Framework as a
Management Tool (Part II)
Implementing Change
Closing Remarks & Evaluation

Human Resources & Volunteer Management

During this one-day session (9:00-4:00), participants will have the opportunity to learn the basics of Human Resource Management for non-profit organizations. The topics addressed in this session are basic employment law, how to recruit and retain employees and general guidelines for keeping your best volunteers.

Dates and Locations

Agenda

January 11, Marietta, OH
2005
February 23, Cleveland,
2005 OH
March 10, Galion, OH
2005
March 25, Columbus,
2005 OH
March 31, Hillsboro,
2005 OH
April 14, Fremont,
2005 OH
May 10, Canton, OH
2005
May 18, Cleveland,
2005 OH
June 24, Columbus,
2005 OH
June 30, West Union,
2005 OH

Welcome
HR Checklist Review
Employment Law
Break
Recruiting & Retention
Lunch
Orientation & Training
Compensation & Benefits
Termination
Break
Supervising Volunteers
Closing Remarks & Evaluation

Fund Development

During this one-day session (9:00-4:00) participants will have an opportunity to discover effective fundraising techniques and how to be a successful proposal writer. These two avenues for diversifying funding sources are critical to any non-profit in the competitive environment to secure funds.

Dates and Locations

January 13, 2005	Lima, OH
January 26, 2005	West Union, OH
February 9, 2005	Cleveland, OH
February 11, 2005	Columbus, OH
March 8, 2005	Zanesville, OH
April 7, 2005	Hillsboro, OH
April 19, 2005	Chillicothe, OH
May 4, 2005	Cleveland, OH
May 13, 2005	Columbus, OH
May 19, 2005	Toledo, OH

Agenda

Welcome
Successful Fundraising
Break
Developing a Case Statement
Lunch
Grant & Proposal Development
Break
Next Steps
Additional Resources
Closing Remarks & Evaluation

The map shows the following color distribution for Ohio counties:

- Red (0-20 years):** Highland, Adams, Logan, Franklin, Madison, Ross, Jackson, Lawrence, Morgan, Belmont, Monroe, Noble, Guernsey, Belmont, Monroe, Noble, Guernsey, Belmont, Monroe, Noble, Guernsey.
- Orange (21-40 years):** Cuyahoga, Lucas, Franklin, Madison, Ross, Jackson, Lawrence, Morgan, Belmont, Monroe, Noble, Guernsey, Belmont, Monroe, Noble, Guernsey.
- Yellow (41-60 years):** Cuyahoga, Lucas, Franklin, Madison, Ross, Jackson, Lawrence, Morgan, Belmont, Monroe, Noble, Guernsey, Belmont, Monroe, Noble, Guernsey.
- Green (61-80 years):** Franklin, Madison, Ross, Jackson, Lawrence, Morgan, Belmont, Monroe, Noble, Guernsey, Belmont, Monroe, Noble, Guernsey.
- Light Green (81-100 years):** Franklin, Madison, Ross, Jackson, Lawrence, Morgan, Belmont, Monroe, Noble, Guernsey, Belmont, Monroe, Noble, Guernsey.
- Blue (101+ years):** Franklin, Madison, Ross, Jackson, Lawrence, Morgan, Belmont, Monroe, Noble, Guernsey, Belmont, Monroe, Noble, Guernsey.

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About the Sub-Award Process...

Sub-Awards for Ohio

Of the \$750,000 awarded to Ohio for the Compassion Capital Project, \$250,000 will be to Faith-Based and Community Organizations. The Request for Proposals (RFP) for the first round of the sub-awards will be released in March 2005. A sub-committee of Compassion Capital Partners & Advisory Council Members will review each proposal for funding.

Organizations who are eligible to apply for a sub-award must have attended one of the training events provided by the project, must not have received government funding and must be willing to receive additional mentoring and technical assistance from the regional partner. Sub-awards will be given in manageable amounts with the maximum award being \$10,000. Sub-awards will range from \$3,000-\$10,000 per award.

Once an organization receives a sub-award the regional partner will provide mentoring services to ensure success with the capacity-building process. An assessment will be completed for each organization to establish growth within the organization.

Anticipated Schedule for Sub-Awards:

March 2005: RFP will be released for competition

April 2004: Proposals are due for Capacity Building Projects

May 2004: Selections made for funding

June 2004: Funding and mentoring begins

Compassion Capital Project on the Web...

When planning this project the partners wanted to ensure that there were several options to accessing this project. A web portal has been developed to allow for organizations to register for orientations & training events, download training curricula, complete assessments and find answers to questions regarding the project. Please visit our site at:

www.fbciohio.gov

About how to contact us...

N.W. & S.E. Regional Partner

Ohio Community Action Training Organization

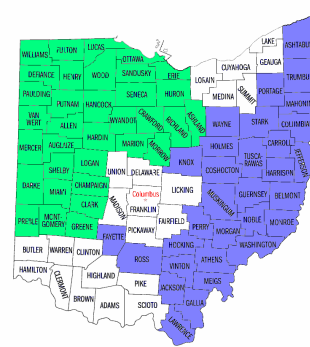
50 West Broad Street, Suite 1616

Columbus, OH 43215

Work: (614) 224-8500

Fax: (614) 224-2587

Toll free: 1-866-335-0016



N.E. Regional Partner

Community Care Network

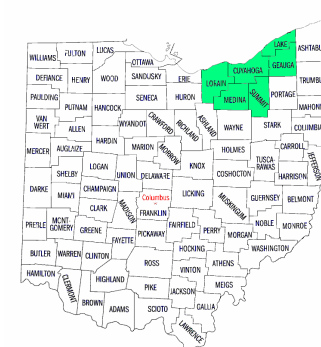
2202 Prame Avenue

Cleveland, OH 44109

Work: (216) 688-4114

Fax: (216) 416-4286

Toll free: 1-866-335-0016



Central Regional Partner

Economic & Community Development Institute

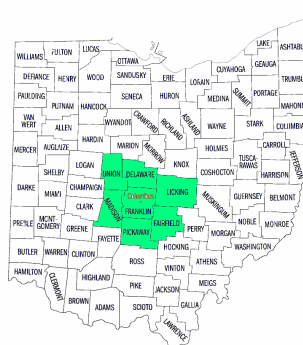
1151 College Avenue

Columbus, OH 43209

Work: (614) 559-0115

Fax: (614) 231 – 4978

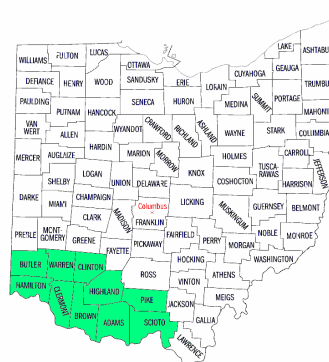
Toll free: 1-866-335-0016



S.W. Regional Partner

FreestoreFoodbank

Mayerson Food Distribution Center
1250 Tennessee Avenue
Cincinnati, OH 45229
Work: (513) 482-7539
Fax: (513) 482-7532
Toll free: 1-866-335-0016



Ohio Compassion Capital Project

The Governor's Office of Faith-Based & Community Initiatives
77 South High Street, 30th Floor
Columbus, Ohio 43215
Phone: (614) 466-3398
Fax: (614) 644-6763
Toll free: 1-866-335-0016
www.fbciohio.gov